

## PIONEERING OF SUPERIOR AND CULTURED HUMAN RESOURCES BASED ON HOLISTIC INTELLIGENCE

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### ABSTRACT

Nowadays, Indonesia is having two big challenges: Decentralization and total globalization in 2020. All of us as Indonesian people should be ready and able to pass the two challenges. The key to succeed is the superior quality of human resources and cultured. Therefore, we should increase the quality of resources well.

The nation character is an important part of the quality of human resources because it is considered as the advanced of a nation. The character quality should be formed continuously for all education levels. The success of solving the personality conflict in learning age has the most important part for gaining the success in social life later. Therefore, the process of guidance in learning age is important to do. The building character should be done systematically and continuously that includes "knowledge, feeling, loving, and acting".

The training can be done through the programs that can be classified into game and out bond training. The first activity is building character with out bond training. It is an activity for inserting holistic intelligence based on the curriculum and learning character method that stresses the winner enthusiastic with the six values characteristics namely: Closed to God, Learner, never give up, never complain, motivator, and be happy. The second activity is social sensitivity. This activity is done for gaining the personal experiences about empathy by having an interaction with the poor.

That condition above should be realized by the education management like schools and universities. Therefore, building character for young generation by inserting holistic intelligence should be done continuously in all education levels. Finally it can strengthen an education institution for increasing the quality of the students, pioneering the superior and cultured human resources based on holistic intelligence.

The Key word : Human Resources, Character, Holistic Intelligence

## INTRODUCTION

Nowadays, our country, Indonesia, is having two big challenges, namely decentralization and total globalization which will happen in 2020. The two big challenges is tough challenges that must be passed and prepared by the entire nation of Indonesia. The key to face the challenges successfully depends on the quality of human resources (HR). The improvement of the quality of human resources is an important thing to be considered seriously. The nation character is an important part of the quality of human resources as it determines the progress of a nation. The character which has a certain quality should be established and nurtured continuously in a systematic and sustainable manner by involving the aspect of "knowledge, feeling, loving, and acting", especially for prospective students as nation's future leaders. This is related to basic needs and essential in the face of the challenges is happening overall in the entire world. Therefore it must be prepared by all elements of the Indonesian people, especially by higher education as a stakeholder confidence to transform the character of the students as prospective head of the nation's future.

In the last 5 years STIKOM Surabaya has pioneered efforts to build character for students who refer to the proportional balance of hard skills and soft skills. The character building is known as Orientasi Kehidupan Kampus (OKK). OKK activities focused on character building exercises are done through a program that is divided in the form of games and practice on the ground, with the first activity is the formation of character through training in the field (outbound training), an activity that is intended for inserting thefor inserting holistic intelligence based on the curriculum and learning character method which stress the winner enthusiastic with the six values characteristics namely: Closed to God, Learner, never give up, never complain, motivator, and be happy. The second activity is the practice of social sensitivity, the activity is intended for gaining personal experiences of learners about empathy by having interaction directly with people who have not been fortunate economically.

That condition above should be realized by the education management like schools and universities. Therefore, building character for young generation by inserting holistic intelligence should be done continuously in all education levels. Finally it can strengthen an education institution for increasing the quality of the students, pioneering the superior and cultured human resources based on holistic intelligence. For example, intelligence in thinking systematically and logically, critically, creatively, and being capable of emotional control, empathy, self-mastery and the ability of spiritual intelligence.

## LITERATURE STUDY

### Soft skills

In accordance with the National Association of Colleges and Employers (NACE) Survey in 2002 on United States of America, the polls on 457 of business man, concluded that the grade only occupy the rate of 17th from 20 of qualities that considered important to a university graduation. The higher occupation of quality exactly unmentioned in job advertising, as communication skill, integrity and cooperation skill with other. These qualities are intangible, but in fact indispensable. For example, Persons with extraordinary ability, but lacks the ability to cooperate with the other will be very difficult for the organization. Capabilities such as above are called soft skills. Thus the importance of soft skills in college graduates to work, or if self-employed graduates, leading universities are now starting to try to improve the soft skills of students.

Patrick (2001) stated soft skills are defined as non-technical skills that are intangible but very necessary. So many known attributes of soft skills in our society, including Winning Characteristic, consisting of communication skills, organizational

skills, leadership, logic, effort, group skills and ethics.

Meanwhile, Leigh and Conrad (in Szul. L. F 2002) defines soft skills as nontechnical skills, abilities, and traits required to function in a specific employment and can be placed in categories. Problem solving and other cognitive skills involve identifying problems and formulation and evaluating alternative solutions by weighing risks and benefit :Oral communication skills include the ability to speak well and listen well, personal qualities important to job performance include self esteem, self management, responsibility, and motivation, interpersonal and teamwork skills are those needed to negotiate with others, to participate as a member as a member of a team, to serve clients and customers in a way that meets their expectations, and to resolve conflict maturely.

This means, that according to the previous view, the ability of soft skills include the ability to think logically systematic, critical, creative, problem-solving skills and cognitive abilities, communication skills, and interpersonal skills and ability to work cooperatively with others.

The National Curriculum published by the academic directorate of General Directorate of Higher Education, in the manual book of college competency-based curriculum development, there is subject grouping. This concept is intended to accommodate the needs of people who make the University as a place of learning and knowledge resources, cultural centers, as well as a place of open learning for all, then inserted cultural strategy in the development of higher education. The cultural strategy tangible of the ability to solve problems related to aspects of :

- (i) Anthrophos phenomena, included in the development of human who is faithful and devoted to God Almighty and the noble character, a stable personality, and independent and have a sense of social responsibility and nationality;
- (ii) Tekne phenomena, is included in the mastery of knowledge and skills to achieve the level of work expertise;
- (iii) Oikos phenomena, is included the ability to understand the rules of social life in accordance with the choice of expertise in work;
- (iv) Ethnos phenomena included in shaping attitudes and behaviour, that needed by someone in work according to skill level based on the knowledge and skills mastered.

Above phenomena provide a strong picture of holistic thinking, tough, time-tested, but humble; having social sensitivity to the surrounding communities. The college take an important role in the development of students soft skills, by identified the soft skills of anyone that needed by a graduate of college, define the soft skills that are important to be adopted in the curriculum, arranging of development programs by incorporating soft skills that have been assigned to the instructional design and evaluate the soft skills. This study focuses on the formation of student character development model.

### **Field Training**

Some opinions say that learning in nature (free field) would be more effective and requires a stage. Nature will provide a real experience that can be felt immediately. Every form of events experienced by participants in the trail will open and become an unforgettable experience. Associated with effective learning processes in an open Ancok (2002) describes the stages in the training are:

- formation experience stage(experience),
- reflecting experience stage (reflect),
- concept formation stage (concept form),
- concept testing stage (concept test).

In this study, the model of character development is also done through field training, so the concepts presented above are also used in this training. Students gain firsthand experience that they feel after practice and even try the game prepared. In this field training, participants were asked to express the experience of the activities that have been done, an instructor/ facilitator will provide bait to the participants to express their experiences of the things they felt from activities that have been implemented. Formation stage retrieved when participants proposed the concept of the meaning of an activity which is located in the games/ activities that have been done. The fourth stage is concept testing derived by the activity of reflecting results have been obtained and perceived then connected with surrounding situations, whether campus or public.

## RESEARCH METHOD

This study consists of several stages. They are observing the new students, defining the problem, constructing a model as the solution in building the character of students in campus life orientation activities. The scheme of this phase can be seen in Figure 1 below.

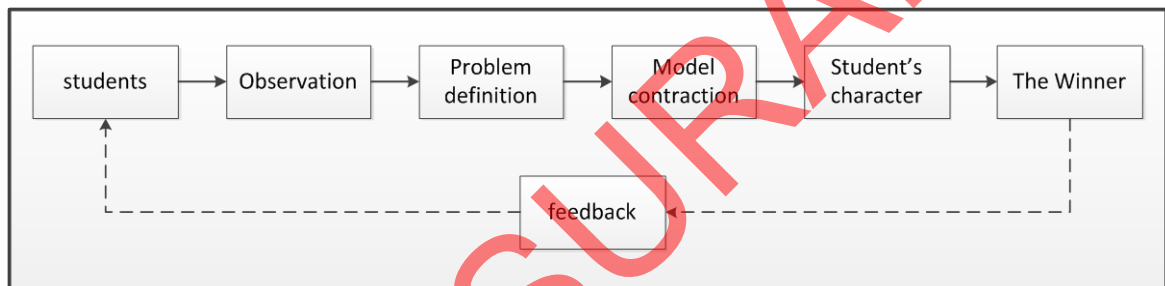


Figure 1 Schematic Phase of Research Methodology

Character development model construction will be done through two activities, namely outbound training and practice of social sensitivity. As mentioned in the background, learning is the creation of characters to insert values in holistic intelligence by giving personal experiences to the students in the form of games and outbound training. Outbond training is intended for developing holistic intelligence in the form of games which focus on six values as the characteristic of the winner. The second activity is social sensitivity, which focuses on fostering the formation of the value of empathy, and sensitivity to others. The scheme at this phase can be seen in figure 2 below.

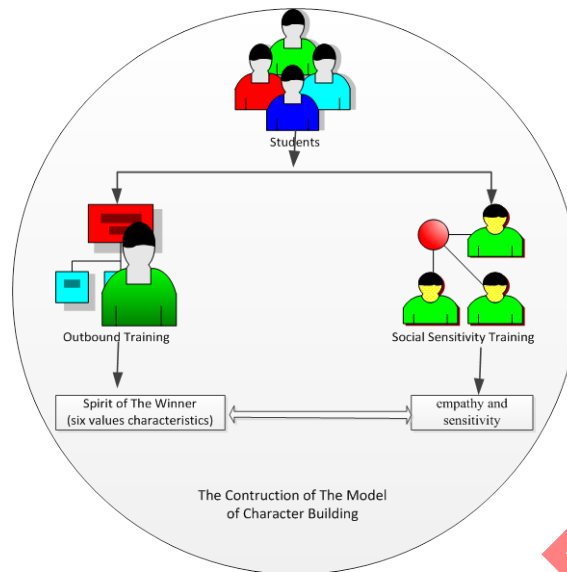


Figure 2 Schematic Model Construction Phase

## RESULTS AND DISCUSSION

The following will discuss about all the processes undertaken in building students' characters. The activities of campus life orientation are prerequisites for every new students hoping that the new students can understand characters and culture prevailing in STIKOM Surabaya. Besides, the activities are able to grow students' holistic intelligence.

The construction of the model of character building is done through two activities, namely outbound training and practice of social sensitivity. Outbound training is intended for developing holistic intelligence in the form of games which focus on six values as the characteristic of the winner. The second activity is the practice of social sensitivity, which focuses on fostering the formation of the value of empathy, and sensitivity to others.

### The Construction of the Model of Outbond Training

This activity is firstly done by introducing the spirit of The Winner with six values as the characteristics of the winner. The mechanism and the design of activities which have in the spirit of the winner are as follows:

#### 1. Close to God

The content of the first spirit of The Winner is the strengthening of the values of students' faith and piety, which reminds the students that on this earth only GOD can make impossible things become possible. If a person draws closer to HIM, he or she will do what is good and avoid the things that had to be avoided. Thus, the students are expected to emulate GOD's character.

#### 2. Eager Learner

This second value states that human beings are expected to be humble and to have the nature of a learner, because on the sky there still has the sky again. As nation's future leaders, students must realize that they are not perfect. For it, the students must learn new things.

#### 3. Never Give Up

This value strenghtens students not to give up easily. Thomas Alva Edison, the inventor of lights has undergone 9998 failures before finally succeeding. Imagine that if

Thomas Alva Edison gave up in the 9997 experiment, the world would be dark at night. By learning Thomas Alva Edison's spirit, students are expected to do the best and not to give up easily.

#### 4. Never Complain

As leaders, we should not complain about everything. Complaining is not something that can solve a problem, but otherwise it can make an unpleasant atmosphere.

#### 5. Motivator

As future leaders, students must be able to be encouragers to people who are around us. They also become energies for an organization. At least, they are useful for others as well as a generator.

#### 6. Be Happy

The last value of the spirit of the winner states that life is full of problems. Therefore, students should always face them smilingly and happily, because being happy is the most efficacious drugs for all diseases including the most severe disease. With a smile and pleasant atmosphere hearts will arise a new passion and energy to make this world more beautiful. Thus, be always happy.

The series of outbound training designed with a systematic mechanism should be reflected as a miniature of life by those students. The activities involve all aspects of intelligence such as logical and strategic thinking, critical, creative, emotional control, self-mastery, teamwork, excellence in kinesthetic, and spiritual elements.

The activities of outbound training are done by several models of games and general reflection with the values of life and the spirit of the winner. There are four games and general reflection carried out in groups as follows:

#### Game 1: Break Through The Impossibility

In this game, the participants are expected to take in the values of personal skills and have high confidence. The game is designed so that participants are able to pass through a tunnel formed of wire rope and bamboo. The bottom of the tunnel which is prepared is soil doused with water. The purpose of this game is strengthening the values of cooperation, firmness, visionary, and excellence in kinesthetic.

#### Game 2: Target is above average

The game continued with the pioneering team where each member must contribute to his or her team in the form of all objects attached to the body. Each team must compete to make the contribution to be a team that gets the most contributions from each element of the team. The purpose of this game is strengthening the values: logical, systematic, critical, creative, kinesthetic, cooperative, and always be a learner.

#### Game 3: Fostering trust in others

The next game is a waterfall that is designed using the construction of four sides and each team must race to coordinate closely to the whole team to pull the water element which is placed in a bucket with closed eyes condition. This game requires effective communication from each team member. If there are mistakes in drawing the water in the bucket, the bucket will fall on those who were under the bucket. The purpose of this game is the strengthening the values: teamwork, empathy, motivation and social sensitivity.

#### Game 4: Being an excellent leader

The next game is each team member must bring a coconut with his or her heads. The values of the game is teamwork and leadership. Each team member must be able to cooperate with other members in order to bring the coconut to the destination. The game is designed to remind that all organizations have vision and every element of the organizations must work together to realize the vision. The purpose of the game is strengthening the values: communication, uncomplaining condition, leadership,



intellect, and decision making.

The next activity is to reflect the activities by having journey before dawn, which all participants perform tracking with a field that is quite heavy but at the end of the journey they will find the views in the mountains are very beautiful. After that, the activity continues with general reflection conducted for participants in order that they are able to apply the values of the activities in their daily lives and to strengthen the value of being happy and to remember the power of GOD.

#### The Construction of the Model of Social Sensitivity Training

The next activity is social sensitivity training. Social sensitivity is one important element of the elements of holistic intelligence. It is more real because it forces someone to do something concrete in order to provide benefits for others using the elements of intelligence such as intellectual intelligence, spiritual intelligence, emotional intelligence, and even kinesthetic intelligence. Connecting with students' lives, the value of social sensitivity should also be higher because students are educated people. A student should not only have a comprehensive capability in their respective fields of knowledge, but also must be sensitive to the social functions, that is a person who is able to act for the sake of social responsibility in all the dynamic stream of society so that human resource capabilities and integrity can be increased simultaneous and comprehensive.

Therefore, this model is designed with various phases so that expectations regarding student sensitivity to the social environment can strengthen the integrity of all elements of the intelligence. Thus, the ideals of the formation of a superior human resources can be realized by using this model. Social sensitivity activities are divided into two phases:

##### Phase 1: Introduction

The first phase of this activity is an introductory phase that begins with the provision of orientation and directions of how a student should be honed to be sensitive to the surrounding environment. Introductions can be done through photographs and videos about damaged environments and poor people.

##### Phase 2: Useful for others

In this phase, students are given tasks to find a neighborhood or community that needs a touch of thought and effort. Another task that should they do is analyzing the needs of the environment or community in order to increase environmental sustainability and improve living standards for people who are unfortunate. The results of this analysis will be realized by the students in real activity.

Those are the construction of the model of building character. From this program, the students obtain the result on the sustainability of the program that they have done through. The students obtain a lot of values from this model. They are teamwork, time management and stress, leadership, communication, responsibility as an individual, being humble, a pioneer for others, firmness, willingness to sacrifice and honesty. Among the values there are three main things which are the highest ratings, 48% of participants state that teamwork is needed to obtain success, 32% suggest that one's willingness to sacrifice for others is also important and a priority for them, and 20% state that strong leadership is also needed to achieve success. The model of character building can be successful if it is conducted continuously.

## CONCLUSION AND SUGGESTION

The following will be submitted to the conclusions obtained from this study, namely that the development of character is indispensable to students as future leaders of the

future nation, and character development model derived from this research is to conduct the formation of soft skills of students that described in two field training activities (outbound training) and social sensitivity training by living and learning to live together with pre-prosperous community.

Experience of the ability to think holistically and social sensitivity to students can be achieved through the introduction of the spirit of winning (the winner) and undertaken during the training process. Field training is done by forming a team/ group in the field training, so students are required to perform communication between individuals. Team work are expected to finish the various challenges, so that everyone will learn to think logically and systematically in facing each group challenges in every match. Trying to give proposals on critical and creative thinking in groups, and release / control of negative emotions, self-mastery and stress management into a more positive energy. Sensitivity training in social activities, students are encouraged to think systematically, critically and empathize with the environmental conditions and communities of disadvantaged in economic.

The researchers offer suggestions to the implementation of the model:

1. The development of holistic intelligence through the model of character building for students is absolutely necessary. Therefore, the activities should be conducted continuously at a college. Thus the model is expected to produce a tangible output for the realization of the implementation and development of intelligence insight obtained by the students during the training period.
2. The model can be conducted as oriented activities for new students at a college. By implementing it , it is expected that the values and the spirit of the winner can be felt and implemented by the students during their study at a college.
3. The continuity of the model can be kept with high commitment because students' building character is a strategic thing. The method resulting from this research can be a reference to the next student who is going to conduct a research on character building.

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